United Nations E/CN.6/2001/5

Economic and Social Council

Distr.: General
26 January 2001

Original: English

Commission on the Status of Women
Forty-fifth session
6-16 March 2001
Item 3 (a) of the provisional agenda*
Follow-up to the Fourth World Conference on Women and to the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century": review of mainstreaming in organizations of the United Nations system

Improvement of the status of women in the Secretariat

Report of the Secretary-General

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I. Introduction

1. In its resolution 55/69 of 4 December 2000 on the improvement of the status of women in the United Nations system, the General Assembly requested the Secretary-General to report on the implementation of the resolution, inter alia, by providing up-to-date statistics on the number and percentage of women in all organizational units and at all levels throughout the United Nations system, to the Commission on the Status of Women at its forty-fifth session. In the same resolution, the General Assembly reaffirmed the urgent goal of achieving 50/50 gender distribution in all categories of posts within the United Nations system, especially at the D-1 level and above, with full respect for the principle of equitable geographical distribution, in conformity with Article 101, paragraph 3, of the Charter of the United Nations, and also taking into account the continuing lack of representation or under-representation of women from certain countries, in particular developing countries and countries with economies in transition. The General Assembly expressed its regret that the goal of gender balance would not be met by the end of the year 2000 and urged the Secretary-General to redouble his efforts to realize significant progress towards that goal in the near future.

2. The Assembly welcomed the actions agreed upon by the General Assembly at its twenty-third special session, entitled "Women 2000: gender equality, development and peace for the twenty-first century", to ensure the full and equal participation of women at all levels of decision-making in the United Nations system,[1] as well as the pledge of the Executive Heads of the organizations of the United Nations system to intensify their efforts to meet the gender equality goals set out in the Beijing Declaration and the Platform for Action[2] (see annex). The Assembly encouraged the Secretary-General and the Executive Heads of the organizations of the United Nations system to continue to develop common approaches on retaining women, inter-agency mobility and the improvement of career development opportunities.

3. The Assembly requested the Secretary-General to continue to monitor closely the progress made by departments and offices in meeting the goal of gender balance and to ensure that the appointment and promotion of suitably qualified women would not be less than 50 per cent until the goal of 50/50 gender distribution is met, including full implementation of the special measures for women[3] and the further development of mechanisms effectively to encourage, monitor and assess the performance of programme managers in meeting targets for improving women's representation. In this regard, the Assembly welcomed the decision of the Secretary-General to include, in the performance appraisal of managers, information on the opportunities presented for the selection of women candidates and on progress made in improving women's representation, including efforts made to identify women candidates.

4. In the same resolution, the General Assembly requested the Secretary-General to develop innovative recruitment strategies to identify and attract suitably qualified women candidates, particularly in developing countries and countries with economies in transition, in Member States that are unrepresented or under-represented in the Secretariat and in occupations in which women are under-represented. The Assembly strongly encouraged Member States to support the efforts of the United Nations and the specialized agencies to achieve the goal of 50/50 gender distribution, especially at the D-1 level and above, by identifying and

regularly submitting more women candidates for appointment, including candidates in areas in which women are under-represented, such as peacekeeping, peace-building and other non-traditional areas, and by proposing national recruitment sources that would assist the organizations of the United Nations system in identifying suitable women candidates.

5. The General Assembly requested the Secretary-General to intensify his efforts to create, within existing resources, a gender-sensitive work environment supportive of the needs of his staff, both women and men, including the development of policies for flexible working time, flexible workplace arrangements and child-care and elder-care needs and through the provision of more comprehensive information to prospective candidates and new recruits on spouse employment opportunities and the expansion of gender-sensitivity training in all departments, offices and duty stations. The Assembly also requested the Secretary-General to strengthen further the policy against harassment, including sexual harassment.

6. Due to the short time period between the fifty-fifth session of the General Assembly and the opening of the forty-fifth session of the Commission on the Status of Women, the present report updates information contained in the reports of the Secretary-General on the improvement of the status of women in the Secretariat (A/55/399) and the composition of the Secretariat (A/55/427). The report includes the latest statistics on the representation of women and men in the Secretariat (as at 30 November 2000) as well as information on the work programme for the year 2001.

II. Statistical update

Gender distribution of staff at the Professional and higher levels in the United Nations Secretariat[4]

7. The gender distribution of all staff in the Professional and higher categories with appointments of one year or more is provided in table 1. The table includes staff on appointments subject to geographical distribution, staff with special language requirements and staff on appointments limited to service with a particular office, mission, fund or programme. The latter two groups of staff are not subject to the system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. The gender distribution of Professional and higher-level staff in the smaller population of staff on geographical appointments is provided in table 2.

Staff on appointments subject to geographical distribution

8. Since 1 January 2000, the increase in the percentage of women on appointments subject to geographical distribution has been small, rising from 38.8 per cent to 39.6 per cent (see tables 2 and 3). There were 958 women out of a total of 2,421 staff on appointments subject to geographical distribution as of 30 November 2000, compared to 952 women out of a total of 2,453 staff on such appointments as at 31 December 1999. Although the overall increase in women's representation has been slight, tangible progress continues to be made in improving the representation of women at the D-1 level. The number of women at that level

increased from 71 in December 1999 to 77 in November 2000, or from 34.3 per cent to 38.3 per cent. During this period, the percentage of women at the senior and policy-making levels (D-1 and above) on geographical appointments reached a critical mass, rising from 29.7 per cent to 32.5 per cent.

Staff on appointments of one year or more

9. In the larger population of staff with appointments of one year or more, the percentage of women declined from 36.8 per cent in December 1999 to 35.7 per cent as of 30 November 2000 (see table 4). This decline is attributable to the significant increase, since 1 January 2000, in the number of staff with appointments of one year or more assigned to peacekeeping and other special missions and to the staffing of the United Nations Monitoring, Verification and Inspection Commission (UNMOVIC), established by the Security Council in resolution 1284 (1999) of 17 December 1999 (see tables 5 and 6). During the period 1 January 2000-30 November 2000, the number of staff with appointments of one year or more assigned to peacekeeping and other special missions increased from 383 to 868.[5] Of the total of 485 additional personnel in this category, 368 (75.9 per cent) were men compared to 117 (24.1 per cent) women. The number of staff serving with UNMOVIC, in turn, increased from 6 in December 1999 to 41 as at 30 November 2000. Of the total of 35 additional staff, 28 (80.0 per cent) were men compared to 7 women (20.0 per cent). The majority of these staff were seconded from Member States. As the posts are in technical and highly specialized fields related to the monitoring of weapons of mass destruction, very few women candidates were proposed. UNMOVIC, however, has made particular efforts to identify and select women candidates, especially at the senior levels. Women currently comprise 27.7 per cent of the staff at the P-5 and D-1 levels.

10. The 1.1 percentage point decline over the past year in the representation of women with appointments of one year or more is of serious concern, particularly as it coincides with an increase in the number of staff assigned to peacekeeping and other special missions. Although the important role of women in the prevention and resolution of conflicts and in peace-building has been recognized by the international community, most recently in Security Council resolution 1325 (2000), more determined efforts are required to ensure the equal participation and full involvement of women in conflict resolution and peace processes, including an expansion of their role in United Nations peacekeeping operations. In particular, concrete steps must be taken to implement the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693) and the provisions of Security Council resolution 1325 (2000).

11. Despite the decrease in the overall percentage of women with appointments of one year or more since December 1999, the representation of women has improved at the D-1 level. The number of women at that level increased from 77 (28.4 per cent) as at 31 December 1999 to 88 (30.0 per cent) as at 30 November 2000. The increase has not, however, had a significant impact on the representation of women at the senior and policy-making levels (D-1 and above) due to the marked increase in the number of men at the D-2 level (see table 4). Since December 1999, the increase in the percentage of women at the D-1 level and above has been marginal, rising only from 24.6 per cent to 24.8 per cent as of 30 November 2000.

Gender distribution of staff at the Professional and higher levels in organizations of the United Nations common system

12. Pursuant to the General Assembly's request in its resolution 54/139, statistics on the gender distribution of Professional and higher-level staff in all organizations of the United Nations common system, as of 31 December 1998, were submitted to the General Assembly (A/55/399, annex). The statistics were provided by the Consultative Committee on Administrative Questions (CCAQ), which issues annual statistics on the staff of United Nations system organizations. CCAQ is currently validating the personnel statistics of the organizations, as of 31 December 1999, for publication in spring 2001. Gender distribution statistics for staff in all organizations of the United Nations common system, as at 31 December 1999, will also be included in the Secretary-General's report to the General Assembly at its fifty-sixth session.

III. Work programme for 2001

13. During 2001, priority will be assigned to the evaluation of progress made in improving women's representation based on the implementation of the initial series of action plans for improving gender balance in individual departments and offices for the period 1 July 2000-31 December 2000. Of the 24 departments and offices included in the first phase of departmental gender action plans, plans were received from 13 departments and offices. The implementation of these plans will be evaluated in the first quarter of 2001 and an assessment provided to the Secretary-General of progress made. Based upon the assessment, departments, including those that did not participate in the initial series of action plans, will be requested to set new targets for improving women's representation in 2001.

14. Further to the recommendations of the Office of Internal Oversight Services, contained in its report to the General Assembly at its fifty-fifth session, "Follow-up audit of the recruitment process in the Office of Human Resources Management" (A/55/397), the structure and components of the action plans, in particular the guidelines provided to heads of departments for improving gender balance, will be reviewed with the goal of refining strategies for improving women's representation in line with the operational needs of individual departments. The reviews will be carried out in close cooperation with the Office of Human Resources Management and heads of departments. Attention will also be paid to the further integration of strategies for improving gender balance within the overall framework of the Organization's plan for the management of its human resources.

15. During the coming year, priority will also be assigned to the development of strategies for improving the representation of women in peacekeeping and other special missions. The Secretary-General, in his report on the implementation of the report of the Panel on United Nations peace operations (A/55/502), informed the General Assembly at its last session of his decision to form a senior appointments group, including representatives of the Office of Human Resources Management and the Office of the Special Adviser on Gender Issues and the Advancement of Women, to oversee the formulation of recommendations to him for the selection of senior personnel. The Office of the Special Adviser will also work closely with the Department of Peacekeeping Operations and the Office of Human Resources

Management in the examination of factors that might impede the selection of women candidates for mission assignments and in the preparation of guidelines to ensure that selection criteria pay due regard to gender balance and geographical distribution.

16. Other elements of the Secretary-General's strategy for the achievement of gender equality in the Secretariat which will be pursued in the coming year include the implementation of the work/family agenda, particularly in the area of effective spousal employment assistance; the modification of the Performance Appraisal System (PAS) to include standardized reporting criteria on managers' performance in meeting the objectives set in the departmental action plans; the design of measures for enhancing the career development of General Service staff, the majority of whom are women; and the strengthening of the Organization's policy against harassment, including sexual harassment.

Notes

[1] Resolution S-23/2.

[2] A/S-23/8.

[3] ST/AI/1999/9.

[4] Further to a memorandum of understanding on personnel procedures between the Office of Human Resources Management and the United Nations Joint Staff Pension Fund, staff of the Pension Fund are no longer included in the composition of the Secretariat, in view of the special inter-agency status of the Fund.

[5] In presenting statistics on the representation of staff assigned to peacekeeping and other special missions, it is important to point out that the number of staff with appointments of one year or more represents only a segment of the total population of staff on mission. As of 30 November 2000, a total of nearly 1,693 Professional and higher-level staff were serving with peacekeeping and other special missions. Nearly half of the staff (825 personnel) had appointments of less than one year. Of the total number of staff with appointments of less than one year, 210 (25.5 per cent) were women. Women accounted for 25.7 per cent of the total population of Professional and higher-level staff on mission.

Abbreviations used in the tables

DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DM	Department of Management
DM/OCSS	Department of Management/Office of Central Support Services
DM/OHRM	Department of Management/Office of Human Resources Management
DM/OPPBA	Department of Management/Office of Programme Planning, Budget and Accounts
DGAACS	Department of General Assembly Affairs and Conference Services
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD*	Department of Peacekeeping Operations/Field Administration and Logistics Division
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic and Social Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
INTERORG	Interorganizational bodies
	Joint Inspection Unit
	Consultative Committee on Administrative Questions
	International Computing Centre
	Information Systems Coordination Committee
OCHA	Office for the Coordination of Humanitarian Affairs
ODCCP	Office of Drug Control and Crime Prevention
OHCHR	Office of the High Commissioner for Human Rights
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OSG	Office of the Secretary-General
OSRGCAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
REGCOM	Regional Commissions Liaison Office
UNCC	United Nations Compensation Commission
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UNFIP	United Nations Fund for International Partnerships
UNOG	United Nations Office at Geneva
UNOIP	United Nations Office of the Iraq Programme
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission

* All staff with appointments of one year or more assigned to peacekeeping and other special missions

Table 1

Gender distribution of all Professional and higher-level staff with appointments of one year or more in the United Nations Secretariat, by department or office and by grade, as of 30 November 2000

Department/ Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
regcom								1	1					1					1	2	3	66.7%
dm	1				1		4	2	4	5	3	5	1	3	1	3			15	18	33	54.5%
dm/ohrm				1	1	1	2	2	8	10	12	11	5	6	4	6			32	37	69	53.6%
dm/oppba			1		4		2	3	6	6	14	17	17	18	5	9			49	53	102	52.0%
dpi	1				5	1	7	8	20	12	33	31	31	47	24	22			121	121	242	50.0%
ola	1		1		3		5	4	11	6	7	8	14	11	4	9			46	38	84	45.2%
desa	1		1	1	7	3	16	8	31	24	37	39	30	24	19	16			142	115	257	44.7%
ohchr		1	1		2		1	2	4	6	17	3	15	18	6	7			46	37	83	44.6%
odccp	1				2		8	3	22	2	24	13	15	22	4	13			76	53	129	41.1%
osg	2	1	2	1	2	2	4	1	5	1	3	2	3	4	1	3			22	15	37	40.5%
dgaacs	1		1		3		5	7	61	43	136	73	116	93	11	10			334	226	560	40.4%
ocha					4	1	4		10	5	12	6	13	10		6			43	28	71	39.4%
uncc			1		2		4		2	3	13	6	38	17	21	24		1	81	51	132	38.6%
interorg					2		3		2	1	1	3	1	2	1				10	6	16	37.5%
unog	1				1	2	7	3	29	25	80	49	78	31	11	13			207	123	330	37.3%
oios	1					1	3	2	6	3	22	13	6	3	6	4			44	26	70	37.1%
dda	1				2		1	1	3	6	5	2	3		2	1			17	10	27	37.0%
dpa	2		3		7	2	4	6	20	9	17	11	11	8	5	4			69	40	109	36.7%
unov					1	1	2	1	10	5	33	14	14	10	4	4			64	35	99	35.4%
escwa	1					1	6	2	18	3	21	3	5	15	5	6			56	30	86	34.9%
unon	1						2		4		19	7	11	11	6	5			43	23	66	34.8%
eclac	1				1		6	5	17	7	30	16	23	16	24	10			102	54	156	34.6%
osrsgcac	1											1	1						2	1	3	33.3%
unolp	1				1		1		2	1	2	2	1	1	2	1			10	5	15	33.3%
dpko	2		1		5		5	1	17	7	47	22	40	19	3	7			120	56	176	31.8%
unep			1		8	1	27	5	37	9	58	22	31	29	8	12		1	170	79	249	31.7%
uncha				1			1	1	6	2	15	5	8	4	1	1			31	14	45	31.1%
dm/ocss			1		1		7	3	14	4	23	13	28	12	8	5			82	37	119	31.1%
eca	1					1	9	3	22	5	27	13	33	16	14	7			106	45	151	29.8%
escap	1					1	7	2	23	4	37	10	25	13	9	13			102	43	145	29.7%
ece		1					6	3	15	7	21	4	21	7	10	8			73	30	103	29.1%
unctad	1		1		2	1	14	2	29	7	38	9	36	24	17	9			138	52	190	27.4%
dpkofald	8		12		18	1	28	5	71	9	217	57	204	94	79	54	6	5	643	225	868	25.9%
unfip					1				1		1	1							3	1	4	25.0%
unmovic							4	2	9	3	13	1	6	2		1			32	9	41	22.0%
Total	31	3	27	4	86	20	205	88	540	240	1038	492	884	591	315	293	6	7	3132	1738	4870	35.7%

Source: Human Resources Planning and Management Information System Service

Table 2

Gender distribution of all Professional and high-level staff with appointments subject to geographical distribution in the United Nations Secretariat, by department or office and by grade, as of 30 November 2000

Department/ Office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand Total	% of Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
unmovic								1											0	1	1	100.0 %
dm	1				1		3	2	3	5	2	5	1	3	1	2			12	17	29	58.6 %
unep					2				2	3	2	4		3	2	1			8	11	19	57.9 %
dm/ohrm				1	1	1	2	2	8	10	10	11	5	6	4	5			30	36	66	54.5 %
dm/oppba			1		4		2	3	6	6	13	16	12	13	5	7			43	45	88	51.1 %
dpi	1				5	1	7	8	20	12	33	31	28	47	24	21			118	120	238	50.4 %
regcom								1	1										1	1	2	50.0 %
dpko	1		1		4		2	1	7	6	14	15	7	9	3	6			39	37	76	48.7 %
dgaaca	1		1		3		5	7	9	4	6	5	5	8		3			30	27	57	47.4 %
ohchr		1	1		1		1	2	4	5	16	3	13	18	6	6			42	35	77	45.5 %
desa	1		1	1	7	3	15	8	30	24	37	39	30	24	19	16			140	115	255	45.1 %
ocha					3	1	3		7	5	8	3	7	9		6			28	23	51	45.1 %
odccp	1				1		1	1	10		11	9	11	9	2	9			37	28	65	43.1 %
interorg					1				2			1		2	1				4	3	7	42.9 %
oeg	1	1	2	1	1	2	4	1	5	1	1	1	2	3		2			16	12	28	42.9 %
ola	1		1		3		5	4	11	6	7	7	13	7	4	8			45	32	77	41.6 %
unog	1				1	1	6	3	6	4	13	9	19	10	7	10			53	37	90	41.1 %
unoip	1								1	1			1	1					3	2	5	40.0 %
dpa	1		2		5	2	4	6	17	7	14	9	9	7	4	4			56	35	91	38.5 %
olos	1						2	2	5	2	12	8	5	2	5	4			30	18	48	37.5 %
dpkofald	1				1	1	3	2	11	1	10	5	15	14	1	2			42	25	67	37.3 %
dda	1				2		1	1	3	6	5	2	3		2	1			17	10	27	37.0 %
escwa	1					1	6	2	17	3	17	3	3	14	4	5			48	28	76	36.8 %
unov					1	1	3	1	6	3	9	2	3	3	4	3			25	13	38	34.2 %
eclac	1				1		6	5	16	7	30	14	22	14	22	9			98	49	147	33.3 %
escap	1					1	7	2	22	4	32	9	16	12	8	12			86	40	126	31.7 %
unche				1			1	1	5	1	9	4	6	2	1	1			22	10	32	31.3 %
unon	1						1		2		3	1	2	1	2	3			11	5	16	31.3 %
dm/ocss			1		1		5	3	12	4	22	10	20	6	8	5			69	28	97	28.9 %
eca	1					1	9	3	21	5	26	10	28	14	13	6			98	39	137	28.5 %
ece		1					6	3	15	7	21	4	20	4	9	8			71	27	98	27.6 %
unctad	1		1		2	1	14	2	28	7	38	9	35	22	17	8			136	49	185	26.5 %
uncc			1		1		1												3	0	3	00.0 %
unflp					1				1										2	0	2	00.0 %
oeregcac																			0	0	0	
Total	20	3	13	4	53	17	124	77	313	149	421	249	341	287	178	172			1483	938	2421	39.6 %

Source: Human Resources Planning and Management Information System Service

Table 3
Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat on appointments subject to geographical distribution, as of 31 December 1999, 30 June 2000, and 30 November 2000

	31 December 1999			*30 June 2000*			*30 November 2000*		
Level	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*
USG	20	2	9.1	20	2	9.1	20	3	13.0
ASG	13	3	18.8	12	3	20.0	13	4	23.5
D-2	53	18	25.4	52	18	25.7	53	17	24.3
D-1	136	71	34.3	131	73	35.8	124	77	38.3
P-5	309	152	33.0	305	151	33.1	313	149	32.3
P-4	441	257	36.8	420	250	37.3	421	249	37.2
P-3	357	282	44.1	342	276	44.7	341	287	45.7
P-2	172	167	49.3	171	163	48.8	178	172	49.1
P-1	-	-	-	-	-	-	-	-	-
Total	**1 501**	**952**	**38.8**	**1 453**	**936**	**39.2**	**1 463**	**958**	**39.6**

Source: Human Resources Planning and Management Information System Service.

Table 4
Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat with appointments of one year or more, as of 31 December 1999, 30 June 2000, and 30 November 2000

	31 December 1999			*30 June 2000*			*30 November 2000*		
Level	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*
USG	25	2	7.4	29	2	6.5	31	3	8.8
ASG	22	3	12.0	23	3	11.5	27	4	12.9
D-2	75	21	21.9	80	21	20.8	86	20	18.9
D-1	194	77	28.4	195	81	29.3	205	88	30.0
P-5	498	230	31.6	501	242	32.6	540	240	30.8
P-4	883	456	34.1	910	458	33.5	1 038	492	32.2
P-3	783	526	40.2	789	531	40.2	884	591	40.1
P-2	257	275	51.7	260	261	50.1	315	293	48.2
P-1	2	6	75.0	2	2	50.0	6	7	53.8
Total	**2 739**	**1 596**	**36.8**	**2 789**	**1 601**	**36.5**	**3 132**	**1 738**	**35.7**

Source: Human Resources Planning and Management Information System Service.

Table 5

Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat on appointments of one year or more assigned to peacekeeping and other special missions (DPKO/FALD), as of 31 December 1999, 30 June 2000, and 30 November 2000

	31 December 1999			*30 June 2000*			*30 November 2000*		
Level	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*
USG	4	-	0.0	7	-	0.0	8	-	0.0
ASG	7	-	0.0	10	-	0.0	12	-	0.0
D-2	8	1	11.1	12	1	7.7	18	1	5.3
D-1	18	1	5.3	17	4	19.0	28	5	15.2
P-5	39	4	9.3	48	7	12.7	71	9	11.3
P-4	72	20	21.7	101	32	24.1	217	57	20.8
P-3	87	44	33.6	117	47	28.7	204	94	31.5
P-2	38	35	47.9	33	33	50.0	79	54	40.6
P-1	2	3	60.0	2	-	0.0	6	5	45.5
Total	**275**	**108**	**28.2**	**347**	**124**	**26.3**	**643**	**225**	**25.9**

Source: Human Resources Planning and Management Information System Service.

Table 6

Comparison of the gender distribution of Professional and higher-level staff in the United Nations Secretariat with appointments of one year or more assigned to the United Nations Monitoring, Verification and Inspection Commission (UNMOVIC),[a] as of 31 December 1999, 30 June 2000, and 30 November 2000

	31 December 1999			*30 June 2000*			*30 November 2000*		
Level	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*	*Men*	*Women*	*% of W*
USG	-	-	-	-	-	-	-	-	-
ASG	-	-	-	-	-	-	-	-	-
D-2	-	-	-	-	-	-	-	-	-
D-1	-	1	100	1	1	50.0	4	2	33.3
P-5	1	1	50.0	2	1	33.3	9	3	25.0
P-4	3	-	0.0	3	-	0.0	13	1	7.1
P-3	-	-	-	-	-	-	6	2	25.0
P-2	-	-	-	-	-	-	-	1	100
P-1	-	-	-	-	-	-	-	-	-
Total	**4**	**2**	**33.3**	**6**	**2**	**25.0**	**32**	**9**	**22.0**

Source: Human Resources Planning and Management Information System Service.

[a] Replaced the United Nations Special Commission (UNSCOM) established by the Security Council pursuant to Security Council resolution 687 (1991).

Annex

Statement of the Administrative Committee on Coordination to the General Assembly at its twenty-third special session entitled "Women 2000: gender equality, development and peace for the twenty-first century"

1. We, the Executive Heads of the organizations of the United Nations system, are committed to the full implementation of the Beijing Declaration and Platform for Action and the achievement of gender equality as essential for the reduction and eradication of poverty, and the achievement of peace, human rights and sustainable development.

2. We acknowledge that progress has been made in creating an enabling environment for women's empowerment and gender equality through implementation of commitments made at the United Nations conferences and summits of the 1990s, in particular the Fourth World Conference on Women.

3. However, significant challenges remain. Renewed efforts are needed to accelerate the implementation of the Beijing Platform for Action. Global and local developments and trends offer both opportunities for, and challenges to, gender equality. New approaches are needed to address these opportunities and challenges within the Platform's vision of gender equality and women's empowerment. Policy interventions to minimize the risks of globalization and to ensure the most positive outcomes for women throughout their life cycle need to be identified and implemented. Specific policy issues concerning women and girls, such as work-related rights, gender-based violence, reproductive and sexual health and rights, education and social security, access to productive resources including credit and nutrition require sustained attention. Institutions and individuals need to be equipped to deal with the opportunities and challenges in processes of rapid change in a manner that supports the promotion of gender equality.

4. Women and men must be equal partners in shaping the twenty-first century. We strongly believe that political will and accountability for the realization of gender equality are fundamental prerequisites. We are increasingly assuming responsibility and accountability for active promotion of gender equality in our policy, normative and operational work, through our programmes carried out in partner countries and through strengthened inter-agency partnerships in its achievement. We account for progress through better monitoring and reporting.

5. We commit ourselves to intensified action in support of accelerated implementation of the Platform for Action and gender mainstreaming. Accordingly:

(a) We will strengthen our support to Governments at the country level in their implementation of national action plans for gender equality and in institutional capacity-building;

(b) We will continue to promote gender mainstreaming in the policy dialogue with Governments/Parliaments and civil society, and between Governments;

(c) We will encourage and support the sharing of experiences and of good practices in implementing the Beijing Platform for Action and in using the gender mainstreaming approach in a cross-cutting manner;

(d) We will continue to develop and implement programmes and projects targeted at women to reduce existing inequalities and to promote gender equality;

(e) We will ensure that gender equality implications are addressed in all our sectoral and thematic work, including through increased capacity of all staff for gender mainstreaming, through gender-sensitive planning, programming, budgeting, monitoring and evaluation, the development and use of good practices and other measures;

(f) We will continue to develop and refine tools and resources to guide gender-responsive policy-making and planning, including using statistics which are disaggregated by sex and highlight issues of gender equality;

(g) We will take the necessary steps to ensure that gender equality is mainstreamed in country programming such as the Common Country Assessment (CCA) and the United Nations Development Assistance Framework (UNDAF) and consolidated appeal processes;

(h) We will work to ensure an increased focus on both women and men and the relations between

them, and men's full participation in promoting gender equality at all levels;

(i) We will provide the necessary support and resources towards the realization of these commitments, including strengthening the mandates and resources of organizational mechanisms, such as gender units and gender focal points, which are necessary to realize the implementation of gender mainstreaming.

6. Within our own organizations, we are taking positive measures to significantly increase the representation of women, including at the most senior level, towards the goal of 50/50 gender parity set by the General Assembly. This has required special administrative measures and focused programmes of affirmative action, which we expect to be temporary in nature. However, we have also taken steps to address the more difficult and long-term challenges of changing the culture of our organizations to become more gender-sensitive. We have increased our awareness of what gender equality means to each organization and have implemented positive measures to make our work environments more responsive to the requirements of both women and men.

7. Further action is needed to achieve the goals set in the Platform for Action and in other intergovernmental mandates. Accordingly:

(a) We will strengthen managerial competence and accountability for gender equality and a gender-sensitive work environment;

(b) We will improve recruitment policies and practices to ensure that women are appointed in our organizations, especially in senior management and operations positions;

(c) We will take steps and develop common policies on retaining women, especially through effective spousal employment assistance, inter-agency mobility and improving career development opportunities for women;

(d) We will create and enhance a supportive and gender-sensitive work environment;

(e) We will develop effective accountability mechanisms to ensure that our actions match our policy commitments;

(f) Finally, we will work to build partnerships with Governments, civil society and the private sector and within the United Nations system to achieve gender equality, development and peace in the twenty-first century.